

TREATMENT OF TRAINEES AT FLW  
(FLW Regulation 350-12)

1. I understand that soldiers undergoing initial entry training (IET) are to be treated with the same fairness, respect, and dignity accorded to all soldiers. I also understand that a proper relationship needs to be maintained with soldiers undergoing IET because of their junior rank, lack of experience, and the emphasis they receive on respect for authority. Further, I have been briefed about and understand the provisions of FLW Reg 350-12, and realize that violating its provisions may subject me to disciplinary or administrative action. I further understand that a copy of FLW 350-12 has been posted and is available for me to read in its entirety.

2. I specifically understand that I may not-

a. Degrade or abuse a trainee by directing vulgar, obscene, profane, humiliating, racially or ethically slanted language to a trainee or language that ridicules a trainee's religious beliefs, whether directed to a trainee(s) or spoken in reference to and in the presence of a trainee(s).

b. Touch a trainee for disciplinary action or other purposes unless required in the performance of official duties or as a military courtesy. For example, a trainee may be touched for the purpose of teaching proper task performance, assisting a trainee when accomplishing a task, correcting movements or position, fitting or correcting clothing or equipment, preventing bodily injury or providing first aid or medical care.

c. Pin awards, qualifications badges, or other uniform indicia on a trainee in a manner causing pain, such as "blood wings."

d. Sexually harass a trainee. Sexual harassment includes making deliberate or repeated unwelcome verbal comments, gestures or physical contact of sexual nature.

e. Require a trainee to assume unnatural or painful positions or participate in any drill formation or exercise not reasonably required for training. This does not prohibit the use of physical exercises, such as push-ups, as attention-getting devices for minor infractions of military behavior, which are best dealt with by immediate leadership response. The number of exercise repetitions must take climatic conditions into account, as well as the trainee's state of physical condition.

f. Treat a trainee in an abrupt, rude or discourteous manner when providing support services.

g. Engage in business-related matters with the trainee. This includes-

(1) Soliciting, accepting, lending, or borrowing money, property, favors, or anything of value from a trainee. This does not preclude the loan of military property to a trainee, if necessary, for training purposes when it does not provide personal gain to the lender.

(2) Offering to engage in or engaging in financial or business dealings with a trainee, or acting directly or indirectly as an agent or sponsor for commercial enterprise when a trainee is involved.

(3) Assembling captive audiences comprised, in whole or part, of trainees for sales people, vendors, traders, merchants or solicitors for commercial enterprises, with the exception of authorized Army and Air Force Exchange Services (AAFES) and morale, welfare and recreation (MWR) contractors.

(4) Suggesting to a trainee that it is unit or Army policy to buy from a particular vendor or encouraging a trainee to deal with or do business with any particular person, organization or enterprise.

(5) Gambling or wagering with any trainee.

h. Engage in personal, social activities with a trainee or members of the trainee's immediate family not required in the performance of official duties or authorized by the commander. This includes but is not limited to-

(1) Dating a trainee.

(2) Sexual activity of any type with a trainee.

(3) Hugging, kissing, holding hands with or caressing a trainee.

(4) Sending personal letters or making personal telephone calls to a trainee, or permitting or encouraging trainees to write or call.

(5) Riding in a privately owned vehicle with a trainee when no official duty is involved.

(6) Meeting privately with trainees or their immediate family members for purposes of dining, recreation, and dancing or similar activities.

(7) Drinking alcoholic beverages with a trainee.

(8) Sharing a motel room with a trainee.

i. Enter into the sleeping areas or latrines designated for trainees of the opposite sex unless authorized by the unit commander to perform official duties or in the case of an emergency.

j. Deny a trainee the right to see a Chaplain, the Inspector General, the chain of command or legal counsel; the opportunity to go on sick call; to write a member of Congress; or threaten adverse action if the trainee requests to see officials.

k. Assist, encourage or permit any trainee to enter the sleeping or living quarters of installation personnel, except when required in the performance of official duties, emergencies or when authorized by the commander.

l. Make false allegations of violations of the standards of FLW Reg 350-12, or encourage or assist others to do so.

3. I understand that I must report any violation of FLW Reg 350-12, which I observe or of which I am aware to the first in my chain of command or supervisors.

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Date

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Witness